

RNER, Admin

CENTRAL INTELLIGENCE AGENCY  
WASHINGTON, D.C. 20505

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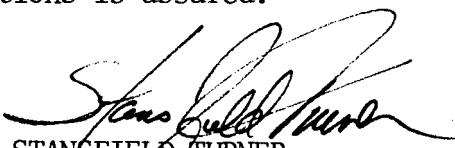
## MEMORANDUM FOR ALL CIA EMPLOYEES

On Sunday, 10 April 1977, The Washington Post featured an open letter to me from a former employee, John Stockwell. The letter contains several allegations of improper conduct on the part of Agency personnel as well as management deficiencies. A comprehensive examination of these allegations is being undertaken, just as we look into the charges anyone might raise concerning wrongdoing in the Agency. We all deeply regret, of course, that Mr. Stockwell did not follow the practice required by [ ] that complaints of improprieties be called to the attention of senior management. In any event, I am directing and requesting any employee who has any information concerning the matters raised by Mr. Stockwell's allegations to report the same, personally or in writing, to either his supervisor, to me, the DDCI, or the Inspector General.

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I know that the dedicated and hard-working personnel of this Agency are as determined as I am that we conduct ourselves in CIA in full compliance with the law and that regulations be scrupulously observed. I also know you continue your persistent efforts to excel at your job and that these efforts will ensure public confidence in CIA and its work. To ensure that we continue on our present course, it is vital that you bring to my attention, or the DDCI's, any matters which you believe to be illegal or improper. In addition, you should all be aware that the independent offices of the Inspector General and the General Counsel are specially suited to handle matters that raise questions of legality or propriety which an employee may feel cannot be properly handled in command channels. Those officers are charged by Executive Order to report such matters to external authorities such as the Intelligence Oversight Board and the Department of Justice. Furthermore, employees may report such questions directly to the Intelligence Oversight Board if they wish.

I would also like to remind employees that in my first address to Agency personnel in the auditorium, I invited all employees to direct to my personal attention ideas for improvements in organization, techniques and procedures. The privacy of all such communications is assured.



STANSFIELD TURNER  
Admiral, U.S. Navy  
Director

Distribution: All Employees